



City of Seattle

Department of Planning and Development

Diane M. Sugimura, Director

MEMORANDUM

TO: Councilmember Sally Clark, Chair, COBE
Councilmember Sally Bagshaw
Councilmember Tim Burgess

FROM: Diane M. Sugimura

DATE: July 2, 2010

SUBJECT: July 8 Committee Briefing: DPD's Annual Report on Race and Social Justice Initiative Milestones

We look forward to sharing DPD's Race and Social Justice Work Plan with you and your colleagues on July 8, 2010.

Despite our difficult financial environment and increasing constituent needs, we have worked hard to help ensure that RSJI continues to be a priority within the department. Use of the RSJI filter and the Racial Equity Toolkit in making policy, program and budget decisions is more important than ever in our current economic environment. Eliminating race-based inequities in our city is difficult work, and requires a long-term commitment. We appreciate your shared commitment and support, which is critical to our success.

DPD has been working on RSJI since 2006. Although we will be focusing on our 2010 work plan at the Committee meeting, we would also like to share a couple accomplishments from previous years:

- Working with the Department of Neighborhoods to implement the Planning Outreach Liaison model, which has resulted in significant changes in the breadth and "face" of those participating in the Neighborhood Planning process
- Adding translations to the inspectors' business cards, which has facilitated in gaining access and compliance in the field; many other documents have been translated as well.

The attached table describes our major accomplishments thus far in 2010, as well as some of our challenges. Because of limited time, we will not be able to cover this information in detail, but will highlight the following:



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- The Change Team's DPD Talks! Program, which has been so successful that internally, we consistently receive requests to add more sessions; from other departments, we receive requests to help them set up their own program.
- The continuing success of the Neighborhood Plan public engagement and participation process, which resulted in the receipt of the Governor's Smart Vision Award for this effort.
- Our Attendance at the International District and Umojafest community fairs to establish relationships in these neighborhoods.
- The DPD Out-of-Class Policy which has resulted in employees of color being promoted at higher rates than whites. The unfortunate result in this economy has been the negative impact to the successful employees who may then become the least senior in their new classification, thus in a position for potential layoff.

We look forward to sharing our work with you, and strategizing with the Committee about how we can collectively work for racial equity. Thank you.

Attachment

cc: DPD Change Team
SOCR – Julie Nelson, Glenn Harris and Darlene Flynn